

Improving teamwork

[Business](#), [Work](#)



The question of how to improve the teamwork is the question that management specialists have been trying to address for many decades. Many have come up with several viable solutions towards this issue. Many researchers have suggested that the first step to address this issue begins at the recruitment department. The human resource should be well trained to hire those people in the organization only who are compatible and are willing to work in teams. Because in this competitive time in business world, no corporate entity can claim to work without teams and groups. (David, 1996)

The performance of team can also be enhanced by promoting diversity. When the employees are subjected to a group of people, who are different inculture, linguistic, clothing and many other aspects. This gives them the exposure to such people and they get to learn more about cultures. When people are well aware of the diversity phenomenon only in that case they are able to adjust to teams. Because in that case they develop a certain level of respect and understanding for others in the group. Inter personal skills are very important in order to make successful teams.

People who are able to develop inter personal relationships are better at working at teams than those who remain secluded. (Dwyer, 2005)

Reflections on group performance and individual performance: Individual performance and group performance cannot be judged in the same context. Because both are separate areas. While reflecting upon the individual performance the individuals when given the charge of a certain project he/she is responsible for it entirely. In that case the responsibility is solely with one sole.

The individual performance is very individualistic as is done for self interest and to gain benefits for oneself. It is most common in the individualistic cultures like that of USA. People who belong to such cultures find it very easy to work individually because they feel independent and they feel less stressed and burdened. Because in individual performance one does not have to worry how the others are doing and whether their work would reflect a good impression on my career or not. (Dumaine, 1994) The group performance on the other hand is a very complex phenomenon. Because here many heads are part of it.

It can also prove to be conflicting. But it is seen that teams have reaped some excellent results for the past many years for all the successful companies. Therefore today we see that all organizations recruit employees who have a leaning toward team and group work. Although this subject is a bit complex it still can prove to be very fruitful for any company. The only requirement is to put together people who are willing to work with each other and can work with compatibility and compassion. (Shonk, 1982) Therefore as compared to the individual performance the group has more benefits.

The team work is much more organized and timely. This is because in teams the work is divided amongst all individuals and in this way the process speeds up. The main function of the team is to evaluate and comment upon each other's work in order to come up with the best possible solutions. Also the results of team work projects are much more refined and comprehensive as many capable heads are behind the production of the desired results.

Team work also reduces errors since it is checked by all the members. So the final output has fewer chances of errors in it.

This error reduction improves the efficiency of the organization and decisions are taken at a faster pace than before. Team work also helps its members learn the art of problem solving. It is the most effective way when it comes to problem solving. (Chatman, 1991) The best thing that I like about group work is the division of responsibility and building relationships. The team work has taught me how to handle different kinds of people. Teams help a person improve upon his social and interactive skills. It also helps a person increase their intellectual abilities. In teams a person gets to learn a lot from its partners and members.

Since every one has to contribute every member of the team through their contribution help the others learn many new facts and ideas. Also they get to teach others. In the team we have improved upon our interpersonal skills. The team work has taught us social interaction and the art of adapting with people who are culturally and mentally (thinking wise) different from us. Teamwork is the time greatest teacher especially with regards to the business environment. Diverse minds bring about innovation. If the team accepts the new idea so will the consumers. Conclusion Teams have become an essential tool of all the organizations.

Many a times they provide a competitive edge to its users. The concept of team is not conflictual but it's the users who make it conflicting. Therefore in order to make successful teams it is essential that the managers are trained and well equipped with abilities of actually forming up the right teams. A right combination of people who work together to achieve tasks with <https://assignbuster.com/improving-teamwork/>

compassion can actually be very beneficial for the organization. Therefore proper training to the managers to select the right teams with the right people is essential for building teams and making the most of the talents and skills of its respective members.

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